



## Future generations may suffer, President warns



### Margaret Fletcher opens new centre

On Friday, Nov. 29, Miss Margaret Fletcher officially opened the day care centre named for her. Watched by children, parents and staff of the centre, and University staff who had worked to make the centre a reality, Miss Fletcher cut a crepe-paper ribbon.

Governing Council voted to assist in developing day care facilities for children of students and staff in August 1972. The coach house that is now the centre has been extensively renovated to make it a daytime home for 45 children. The centre is operated by a professional staff and a board composed of parent users and University representatives.

Miss Fletcher has been associated with early childhood education and the U of T since 1927.



## Continuing Studies expanding ESL courses

Following the excellent response to the first courses in English as a second language, organized by the School of Continuing Studies, the program is to be expanded for next term.

"We would like faculty mem-

bers to advise students who may need our help about the availability of the courses", says the program co-ordinator, Prof. Carlos A. Yorio. "Application forms are now available, and students are already registering."

The courses, one in oral pro-

duction and two in writing skills, are designed for non-native speakers of English registered in degree programs at the University, and no additional tuition fee is charged. Courses will be for either two or four hours a week, at different times during the day and evening, and will run from Jan. 20 until April 4. Enrollment will be limited to 10 or 15 students per class.

Faculty members who want more information may call Marian Tysick at the School of Continuing Studies, 119 St. George St. (928-6529), or send their students directly there.

President John R. Evans gave warning this week that "succeeding generations will be the losers even more than ourselves" unless the Ontario government relents in its announced intention to limit to 7.4 per cent. the increase in the basic income unit for 1975-76.

"There is no cheap way out", Dr. Evans told the Canadian Club of Toronto in an address on Monday.

At stake, he said, were the capacity of universities to adapt to shifts in students' interests and choices; their capacity to meet new teaching needs; the possibility of having "to...phase out a large part of our work in the humanities", and a possible cut-back in research and scholarly commitment of academic staff.

"There is a limit to what more we can do" to increase productivity without increased means, he said. "In spite of all we can possibly do, there is no way of avoiding real damage at the present and prospective levels of funding."

TEXT OF SPEECH—PAGE 2

## 25% pay rise essential to survive says UTSA

The following is the submission (in part) of the University of Toronto Staff Association to the University Budget Committee and presented by David Pridde, president of UTSA:

The past six months have seen dramatic increases in salaries in those areas which the University of Toronto considers its marketplace for non-academic staff... Metropolitan Toronto area, and the employers with whom the University has to compete in salaries and working conditions to attract and keep employees include hospitals and like institutions, the City of Toronto, the Toronto Board of Education, Ontario Hydro, and the provincial government.

The University personnel department did a comprehensive survey of salaries in 1971 when the salary scales for the University were established. Since 1971 the comparison of movement in salary scale between the five employees mentioned and the University is as follows:

Major Toronto hospitals: average clerical — 32 per cent.; average technical — 40 per cent.

City of Toronto (non-unionized): 24.5 per cent.

Ontario civil service: 26 per cent.

Toronto Board of Education (clerical rates): 33 per cent.

Ontario Hydro (in 18 months): 38 per cent.

University of Toronto: 17 per cent.

That the University has fallen behind its competitors by the large number of positions, particularly in the clerical-secretarial group, which have been unfilled for 30 to 60 days or more...

That the University has justified its salary scales in part by quoting the security of University employees and in part by stressing the other attractions of working at the University. In times of generally restricted budgets, the former is no longer true, and social progress in general has eroded any advantages the University enjoyed in the latter area.

More to the point, fringe benefit plans at the University are no longer among the best offered and many are below average. There is

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## Your personal property— U of T not responsible

The following statement has been provided for the information of all members of the University community concerning the insurance of personal property on University premises:

To clarify any misunderstanding as to the responsibility for, and insurance of, personal effects or property owned by faculty members, employees and students while on University premises, it is pointed out that the University does not assume any responsibility for the personal property of any faculty member, employee or student, nor does the University carry any insurance that would cover the personal property.

In many cases personal insurance policies provide an extension covering property temporarily away from home. However, it is suggested that you check your insurance policies with your agent or broker to ensure that you have the coverage you wish and are aware of uninsured risks and exposures to your personal property.

The University's insurance manager is available for consultation at 928-6478.

## Dr Hamilton has UN vacancy lists

Vice-Provost John D. Hamilton, who is the liaison officer at the University of Toronto for the Canadian Inter-Development Agency, has received the vacancies list for the United Nations Tech-

nical Co-operation Programs and will be receiving lists of other vacancies in UN organizations. Interested persons may see the lists at the office of Vice-Provost Hamilton in Simcoe Hall.

1974 United Way results

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Day Care Centre pictures



# 'Sliding down Parnassus'—the President's speech

The following is the text of the address by President John Evans to the Canadian Club of Toronto on Dec. 2:

You will recognize the allusion in my title to the short, delightful book that my predecessor as President of the University of Toronto, Claude Bissell, has just published, in which he combines autobiography and institutional history with witty and insightful comment on the whole of Canadian society and many of its outstanding figures. Parnassus was a mountain sacred to the Muses and to Apollo and Bacchus, and became a symbol of the uphill climb to a full scholarly understanding of poetry, literature, and civilization in general. My title, "Sliding down Parnassus", is intended to symbolize the slippage of our institutions of higher learning in this Province (after a remarkable uphill climb in the 1960s) as a consequence of increasingly shaky financial support. Sliding down Parnassus is the newest intercollegiate sport — a form of institutional streaking, not in the buff but in the red.

## The need for wise leadership

During the last few weeks we have all read a great deal about the conference in Rome that considered the world food crisis. The media coverage was excellent and I shall take for granted your familiarity with the issues. The most striking impression was of the extraordinary difficulty, under our present governmental arrangements, of doing anything about a dangerous situation even after its seriousness has been recognized. In the international area we are still groping for mechanisms to do what everyone knows must be done. I thought that Canada took a commendable stand. But in the longer term, Canada, as one of the small group of OFEC (Organization of Food Exporting Countries) has a unique opportunity to demonstrate wise leadership on the hazardous field where the game of "Food and Politics" will be played out, with horrendous consequences for the people of the Third World hanging on the issue. To give such leadership will require much more than increased food production. It will require a many-faceted approach, bringing to bear our considerable experience in agriculture, health, climatology, political science and other fields to evolve rational policies and effective programs for the anticipation of demand, the equitable flow through the eradication of disease.

Many other problems today require co-operative efforts to make any progress towards their solution. When I spoke to the Canadian Club a year ago last February I made a plea for "action modules" that would involve government, industry and universities working together on specific mission-type approaches to problems of pollution, energy, housing, and, if I may mention it, urban transportation! I still believe that these problems are of a scope that would defeat any one of the trio of government, industry and universities working alone. They need funding, business expertise and interdisciplinary research applied in a concerted way. And more than technology is required. We have taught much knowledge, but little virtue; we have not been successful in teaching people, groups, communities and nations how to get along with one another.

We have moved from the hierarchical world where a few people, a few communities and a few nations held the overriding share of power and wealth. There is by no means an even distribution, but we have a broader dispersion of power and influence among the citizens and groups within communities, and, to some extent, among the communities and nations of the world. At this stage, however, much of this new self-determination and power seems to be used for the protection of self-interest, mainly very short-term interests. One sees individuals and institutions and governments fighting to preserve their territory, often at the expense of the very people they are intended to serve! We have not worked out and learned to operate a new model to substitute for the one that was appropriate to an earlier phase of our evolution, the survival of the fittest — a highly individualistic concept. We know in our minds, but have not grasped in our hearts and reflected in our habits, the fact that co-operative behaviour is essential now that we have recognized our interdependence — what John Deutch refers to as "our inescapable interdependence on this shrinking globe".

## We must share world's resources

We see services essential to all of society, including the aged and the little children, threatened by labour disputes. We see resources found in one province which are needed by the nation, and by one nation which are needed by the world, used to hold others to ransom. We are in a time when the supplies of energy, food, development capital, and also human capital in terms of intellect, expertise, and initiative, must be shared between

the have and the have-not nations if we are to avoid massive human sacrifice.

For those of us in the richer nations — among whom Canada must rank close to the top in real and potential wealth per capita — this will mean conscious self-restraint and prolonged self-denial, of the type seen during two World Wars. Hardships were accepted at home during World War II for the sake of a cause deemed to be



PRESIDENT EVANS

more important than personal self-interest: the freedom to change in the twin tidal waves that threaten to engulf us: rapid population growth, and prospective famine. These tidal waves are dangerously close, and the havoc they will wreak if unchecked should spur us to a prolonged and maximum aid program — not a small handout of conscience money — and the aid should be in a form which is likely to produce long-term solutions. The problem of the Third World is our problem, and it will tax our ingenuity as well as our resources to reduce its impact from massive and prolonged human disaster to a crisis of temporary scope and limited proportions.

## Young people will have to cope

These world-ranging problems still seem somewhat distant and unreal to many of us. But this is the world, and these are the problems, that our young people know they will have to cope with throughout their lives. It is in this context that I should like to discuss with you the present situation of the universities, which seem to many of us to be sliding down Parnassus. For it seems to me that if at this juncture the general public of Ontario really is setting a lower value on its universities and really desires a major cut-back in their development, there are important implications that should be understood.

For universities in Ontario, the decade of the 1960s was a phase of massive growth to meet the Province's priority of providing accessibility to all qualified applicants. That was a worthy priority, though with hindsight we can perceive that university education was oversold as a panacea for all the ills of society, and that physical capacity was overbuilt in some centres. In the 1970s, belt-tightening began in earnest. A capital freeze halted new building and has made it impossible to replace or renovate obsolete facilities. An operating squeeze put us on a reducing diet for 1971 and 1972; by 1973-74 the president's ribs could be counted, and 1974-75 has brought on real malnutrition: at Toronto, and I am sure the same is true elsewhere, we have had to defer maintenance, reduce equipment and supplies, and cut back on academic staff numbers in relation to students. Simultaneously, research funding available from the federal granting agencies has not kept pace with inflation or growth, and the support of research has suffered accordingly.

The cumulative effect of this compression of funds for several years, plus the recent announcement of a 7.4 per cent. increase for 1975-76 which will be inadequate to meet salary and wage increases and the higher cost of

materials, adds up to a financial crunch of major proportions. What is at stake in this situation?

The first thing that is at stake is the universities' capacity to adapt to shifts in student interests and choices, and these are striking, even within a total enrolment that is not increasing as rapidly as it did during the preceding decade. To take Biology as one example: enrolments at the University of Toronto have gone up, in a four-year period, by 122 per cent. — an upsurge of interest that is closely related to the next generation's consciousness of those world-ranging problems I mentioned earlier. Do you know how much more we were able to give Biology, in those four years, to pay for the extra slides, microscopes, etc., to teach their much more-than-doubled enrolment? MINUS 15 per cent. — which with inflation means minus 30 per cent. In purchasing power! And staff has not been increased as much as needed. The pressures are very great, and there is no question that the quality of instruction has suffered to some extent.

## Meeting new teaching needs

The second thing that is at stake is the universities' capacity to meet new teaching needs. An example of this which comes from the field that I know best is the need for the training of primary care physicians. This involves changes in undergraduate and postgraduate medical training, notably the development of teaching environments in a community setting, instead of exclusively hospital-based teaching. But this would cost Ontario's five medical schools \$5.2 million. So the enormous future savings for the whole of society that would result if we could break the cost-spiral of hospital-based specializations are jeopardized in Ontario because this innovation in training is beyond our means. There are many other examples.

The third thing that is at stake particularly affects the University of Toronto, and that is that we may be compelled to forsake our inheritance and phase out a large part of our work in the humanities — languages and literature ancient and modern, history, philosophy, art and music — an area of outstanding strength at the University of Toronto throughout its history. To quote the Spinks Report on graduate studies in Ontario, "Toronto is Canada's principal centre for (humanistic) studies and it displays an impressive breadth and depth." Such an inheritance is not protected lightly. But there were three or four years when student enrolments in the language courses declined rapidly enough that the University was embarrassed by the riches it possessed, for which eager young hands did not appear to be reaching out. In French, for example, Ph.D. enrolments dropped in three years from 86 to 61, Master's enrolment was stable, but undergraduate enrolments dropped noticeably. (There was a time correlation with the changes in the secondary school curriculum which heralded a phase of unstructured programs and de-emphasized the follow-through from one year to the next in learning foreign languages; you don't acquire much competence or appreciation without follow-through.) Meanwhile, however, the emphasis on bilingualism as a requisite for the Canadian civil service and the upper echelons of many national corporations has been increasing, and the literature and culture of French Canada have found their rightful place in a syllabus that was formerly over-concentrated on European French. This fall we have an increase of 12 per cent. in French undergraduate course registrations, 3,440 compared to 3,072 last year.

## Now at stake: a national asset

It is much too soon to know whether this is a blip or a trend, but it raises the question whether it is wise, let alone feasible, to react too quickly to a falling-off which may prove to be transitory. Ancient Greek and Latin seem to be in eclipse just now, but the graduate Centre for Medieval Studies, for whose work Latin is essential, turns away two-thirds of its qualified applicants for lack of space and staff. A Toronto professor has just received permission to excavate at an interesting site on the island of Crete, and funding is being obtained from the Canada Council: this will be the first large-scale Canadian excavation in Greece. Besides our long-standing links with East Asia and Latin America, members of our staff maintain contacts in Iran, Egypt, Turkey, India, Israel, Jordan, Lebanon, Syria and Iraq. With the proximity of the Royal Ontario Museum and the Art Gallery of Ontario, and with the possession of the Edward Johnson Building, the MacMillan and Hart House Theatres, Hart House itself with its collection of Canadian paintings, the University of Toronto Press, and above all the Robarts Library, the University of Toronto as a centre of humane learning has few rivals on this continent. What is at stake here is therefore a national as well as a provincial asset.

The fourth thing at stake is a cut-back in the research and scholarly commitment of our academic staff and, as

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# Sliding down Parnassus — President's speech

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a result, in the exposure of our students to contact with work at the boundaries of knowledge. If research capacity continues to be eroded, the very base from which the universities should be able to respond to new challenges will crumble, and the idea that I mentioned earlier, that we should mobilize a many-faceted attack on the crucial problems, will become an impossibility. For anyone who believes that Canada should be making an independent contribution, indeed, that Canada is particularly fitted to do so, the prospect of branch-plant conformity instead of self-generated initiative is depressing. At the University of Toronto our research effort now produces about 20 inventions a year for which patent applications are made and our policy is to try to develop these in Canada. Also in the last three years we have had research contracts with about 50 Canadian corporations — research for which only the University has the capability. Most critical of all is the environment of learning: accessibility to institutions without healthy and active research programs going on is not accessibility to university education, either for undergraduate or for graduate students.

What is the response of university management to the situation I have described? In my opinion, the effect of continued unavailability of adequate capital, operating and research support for the universities will make it extraordinarily difficult to take reasonable care of our assets. Our physical assets add up to more space than the Toronto Dominion Centre, but of course, not quite as new. When we talk about our pre-war buildings we mean before World War I, if not the Boer War or the Crimean War, and one we know antedates Confederation. We are the custodians of a large number of structures which are of historical interest to preservationists and of historical interest to the Fire Marshal. Our physical plant consists of about four million net assignable square feet of space to clean, paint, heat and service, and for which the Province has been unable to make available funds for essential upgrading and renewal of obsolete facilities. Similarly, there is no provision for replacement and depreciation of an inventory of furnishings and equipment — 90 per cent. of which consists of highly specialized materials and apparatus — which at present prices has a replacement value of \$135 million. This is not the way to take proper care of YOUR assets!

## 'Our most important asset': our staff

But our most important asset is, of course, our staff. Leaving aside for the moment our academic staff, the University of Toronto has about 7,000 people on its payroll of whom 2,000 are unionized and about 5,000 are non-unionized clerical and other non-academic employees. We bargain collectively with nine unions and we have the obligation to bargain in good faith. We must also act as a responsible employer in our other relationships, not setting the pace in salaries but not lagging too far behind the going rate in the nearby community. And finally, the academic staff are the heart and brain and muscle of the entire enterprise, an asset beyond price, an asset which is easily destroyed and difficult to replace.

In regard to our human assets we face a tricorn dilemma. The Provincial Treasurer said last Thursday that he would prefer the universities not to incur deficits. Our only alternatives for 1975-76 are: dismissal of staff, or very low salary increases. Wholesale sudden firings would have a devastating effect on staff morale and on the quality of teaching and research programs; that course of action cannot be justified. But it is also impossible for us to ask our academic and non-academic staff to accept salary increases at a level about half the rise in the cost of living during the preceding twelve months when Government settlements this year in related occupational categories have already produced pay differentials that in some cases are over 30 per cent. We can, as in previous years, give proportionately smaller increases to the 15 per cent. of our employees whose salaries are over \$20,000 a year. But to attempt to balance our budget by refusing equitable wage and salary increases altogether would be irresponsible behaviour for any institution, and particularly so for a publicly supported institution.

A further management concern is how economies are going to be effected in the longer run on the scale that the Government's reduced support demands. For several years now, faculty members have accepted increased teaching loads and programs have been realigned to eliminate duplication and low priority courses. My personal experience over the past three years has demonstrated to me that this is a slow process, often resisted as much by those outside the University as by those direct-



'Structures of historical interest to preservationists and of hysterical interest to the Fire Marshal'

ly affected by the changes within. Nevertheless, there is more to be done. There remain areas where productivity can be improved and we will continue to work at these. But I am bound to say to you that, if the overriding goal for the next few years is the increase of financial efficiency and effectiveness without recognition of the true benefits at stake, then the possible financial gains will be more than offset by losses of other types in what is essentially a system of human interactions and intellectual creativity. This would be tantamount to open-strip mining on the slopes of Parnassus.

## Takeover by government a possibility

If the combination of damaging factors that I have listed brings the universities unmanageable deficits or serious internal disruption from labour unrest, a takeover and direct control by the Government is a possibility. One might almost imagine, in a fit of institutional paranoia, that there is a deliberate plot to starve and then subdue — a technique not unknown in government bureaucracies elsewhere. However, I am not sure that the Government would wish upon itself this direct responsibility, or, if it did, that it would be more successful in administering the universities than the universities are themselves. The Ontario Hospital Services Commission, which was set up in 1958 with the specific purpose of guiding the development of hospitals in this Province, acquired a large bureaucracy, but it failed to produce a model operation, and I suspect that the extension of centralized government control to the operation of Ontario universities would be equally unlikely to serve either the purposes of government or the needs of higher education. Moreover, government control threatens the independence of teaching and research and the right to be critical of government itself — all of which are vital attributes of a free society.

We all share a concern about expanding public spending; universities must show as much capacity for self-restraint and self-denial as other publicly-funded institutions. Here then is the major question for the universities and I suggest for the Province: what will be the environment of higher education for the remainder of this decade? Only in this context can the universities plan sensibly and choose the least damaging course of action in adapting to the recent Government announcements. Critics have suggested a variety of responses that the universities could make to the present situation. What, then, should be done? Exporting part of our expenses to the Colleges of Applied Arts and Technology will not be a solution for the total system of post-secondary education. Mounting co-operative programs with other universities we do already, with York in law, transportation and East Asian Studies, with McMaster and Guelph at Sheridan Park, and we are planning with Guelph an attack on specific aspects where we could be helpful in the world food crisis; this kind of activity will continue, indeed expand. Reducing the accessibility of university courses to qualified applicants would control enrolment growth but at the expense of educational opportunity for our youth and opportunities for social and economic mobility and intellectual enrichment for citizens of all

ages. Reducing research in any massive way would vitiate the whole endeavour. Increasing the number of students taught by a faculty member is already being done, notably through an agreement among the Arts and Science colleges to use their teaching personnel co-operatively, eliminate unnecessary duplication, and evolve new responses to changing needs on a co-operative basis. We have gone a long way in this direction already: for the last two years there has been an overall increase in the ratio of weighted student numbers to full time equivalent faculty of 5 per cent. each year. In terms of the type of productivity sought by our Provincial Government masters, this 5 per cent. per annum increase in productivity matches the target set by the Economic Council of Canada in its most recent report and probably stands up well by comparison with achievements in other sectors of the service economy, for example, health, or the civil service itself. It is important to recognize, however, that it is not feasible to look for continuing increases in productivity in the higher educational system because there are limits to the extent to which technological innovation can be applied to the human-centred activities of teaching and research.

In other words, there is a limit to what more we can do. And, in spite of all we can possibly do, there is no way of avoiding real damage at the present and prospective levels of funding.

## The truth: 'There is no cheap way out'

The truth is, there is no cheap way out. The universities of Ontario do not exist in isolation. They are part of the world-wide network of discovery, problem-solving and communication. By tradition transcending nationalism, they are one of the best hopes of a world where nationalism runs dangerously rampant. By tradition narrowly specialized and departmentalized, they are painfully breaking out of that mould to face the problems, such as those I outlined in my introduction, which require a mobilization of human intelligence and insight and co-operation, sometimes from a dozen disparate fields. Where would you find such expertise and diversification except in universities? I think, and plead, not for one institution but for the system of universities that scholars and scientists, fundamental and applied research, teaching of students in a human and humane environment and not in mass-production settings, should be recognized as a high priority for our society in these difficult times.

Otherwise, succeeding generations will be the losers even more than ourselves. Our children will be short-changed by finding at universities inadequate teaching programs in Arts and Science and in the professions. Our grandchildren will be short-changed by the failure of Canadian longer-term investment in research to increase Canadians' understanding of the enormously difficult problems that will affect their world. Education, at all levels, is the principal investment in the future of the individual. Universities are one of the few investments we can make in the future of society itself. These investments in our future, in Canada's future, must not be short changed.



## United Way campaign goes over the top in 1974

With the successful completion of the United Way campaign at U of T, when a new record of \$165,000 in donations was set, President Evans has sent the following message to the staff:

"I am pleased to publish a letter received from the Executive Vice President 1974 United Way campaign.

"A truly fine effort by the campaign team, generously responded to by so many across the campus. Congratulations and thanks to all."

The text of the letter, addressed to President Evans, follows:

"As Executive Vice President of the United Way of Metropolitan Toronto I would like to express my appreciation for the excellent campaign that was conducted this year by the University of Toronto.

"The periodic reports we received from our education division chairman clearly indicated the great advantage of organizing the campaign at an early date. This was reflected in your outstanding success as you have already exceeded your 1974 objective with additional returns still expected.

"Please convey our thanks to your campaign co-chairmen Dean Vidar Nordin of the Faculty of Forestry and Dean Kathleen King of the School of Nursing, to every member of the campaign team and to all contributors.

"The staff of the University of Toronto can be proud of their contribution to this worthwhile effort which further enhances the image of your great institution as a leader in the community."



**DAY CARE CENTRE OPENING** didn't stop activity. At left, Marice Hart, whose father is a systems programmer at the Computer Centre, has her own system. At right, Jennifer Pirie and Jamie D'Lugos



co-operate on a painting project. Jennifer's mother is a part-time student and works in the combined departments of English; Jamie's father is a research technician in the department of psychiatry.

## Geology offers nickel seminar

The Department of Geology is presenting a seminar on "Recent Developments in the Geology of Nickel Sulfide Deposits" from 9 a.m. to 5 p.m. on Friday, Dec. 13 in the Mining Building, 170 College Street. Special attention will be given to extrusive ultramafic rocks and associated ore deposits, both in Canada and Australia.

In addition to the lectures, two, one-and-one-half hour laboratory sessions will be held in which participants will be able to look at

typical examples of extrusive and intrusive rocks, in hand specimen and in thin section and at ore in polished section.

The seminar is intended to provide a chance for geologists who have been working for a few years to bring their knowledge of this subject up to date. Registration will be limited to 25; a \$10 fee is payable at the time of registration. To help with planning and to ensure a place, please register early.

## Italian conference in January

The many who enjoyed last Friday's Italian Day at St. Mike's Brennan Hall will have another opportunity in the New Year to learn about Italians in Canada. The School of Continuing Studies is organizing a one-day conference, "Italo-Canadian Perspective", to discuss the interface of Italian culture with Canadian society.

The activities on Italian Day,

sponsored by U of T Italian Club, included Italian food and drink, music, slides, exhibits and guest speakers. The event was designed to create a greater awareness of Italian culture - the heritage of Metro's 385,000-strong Italian community. Many of the younger generation of Italian descent have never been to Italy, and Italian Day gave them an opportunity to learn about their parents' country.

## Research News

### Centre for Resource Studies

By agreement between the Department of Energy, Mines and Resources, the Mining Association of Canada, and Queen's University, there has recently been established at Queen's University a new Centre for Resource Studies. The centre is soliciting research contracts, applications for grants-in-aid and association in special team projects at the centre. Several areas of interest to the centre are: national impact of the minerals industry; institutional arrangements and mechanisms; public power and the mineral sector; mineral commodity systems analysis; futures research, forecasting and information systems; minerals and metals; minerals resource base. Initial application may be undertaken by letter to C.G. Miller, executive director, Centre for Resource Studies, Queen's University, Kingston, K7L 3N6. The letter should indicate areas of specialization and research interests and should be accompanied by a curriculum vitae. For further information call 928-2163.

### 18th Conference on Great Lakes Research

The State University of New York will host the 18th conference on Great Lakes research and the annual meeting of the association. The conference will

be held on the campus of the State University of New York at Albany during the latter part of May, 1975. For further information contact Ms. Marian Steinberg, New York Sea Grant Institute, State University of New York, 99 Washington Ave., Albany, N.Y. 12210.

### Alexander von Humboldt Foundation Fellowships

Fellowships are available from the Alexander von Humboldt Foundation for postdoctorates in all fields for work in the Federal Republic of Germany. The applicant must be able to furnish proof of experience in teaching or research at a university, should furnish scholastic or scientific publications on the results of his work, and must have good knowledge of the German language. Candidates should be between 25 and 40 years of age. Application forms are available from Dr. H. Pfeiffer, Generalsekretär, D-53 Bonn-Bad Godesberg, Schillerstrasse 12, Federal Republic of Germany.

### Deadline Extension Canada Council General Grant Fund

At the request of the humanities and social sciences committees the deadline for applications to the Canada Council general grant fund has been extended to Dec. 13.

## DECEMBER

### 10 TUESDAY

**Colloquium:** Development - "Development Approaches for the Environmentally Constrained: the least developed countries." Prof. Bob Kates, Geography, Clark University, Upper Library, Massey College, 12 noon (African Studies Committee, ISP)

**Theatre** - Daffydil Nite, U of T Medical Society's annual review. Hart House Theatre, Dec. 10 to 14 inc. 8:30 p.m. Tickets \$2, Friday and Saturday \$2.50. Information and order forms - 2141 MSB, 928-8730.

**Lecture:** India - "Perspective of

Studying Tribal Transformations in India." Dr. Suragit Sinha, Director, Anthropological Survey of India, 592 Sidney Smith Hall, 11 a.m. (South Asian Studies Committee, ISP)

**Seminar:** India - "Expansion of Social Base of Culture in Modern India." Dr. Suragit Sinha, Upper Library, Massey College, 3-5 p.m. (South Asian Studies Committee, ISP)

**Music** - Angela Florou, piano. Conservatory Hall, 273 Bloor St. W. 12:15 to 12:45 p.m. (Royal Conservatory of Music)

### 11 WEDNESDAY

**Radio** - "The Middle East - World Centre of Science and

Medicine." CJRT-FM (91.1) 10 a.m. and 7:30 p.m. (Islamic Studies and Open College)

### 12 THURSDAY

**Music** - Orford String Quartet. Walter Hall, Edward Johnson Building, 3 p.m. Tickets \$4, students \$2 with I.D. Cheques payable "Special Concerts," enclose stamped, addressed envelope (Music)

### 13 FRIDAY

**Seminar:** Geology - "Recent Developments in Nickel Deposit Geology" - a one-day seminar. Mining Building, 9 a.m. to 5 p.m. Registration fee \$10. See separate story (Geology)

## Ph.D. Orals

Marcel's Philosophy of Hope." Thesis supervisor: Prof. L.E.M. Lynch. Room 108, 16 Hart House Circle, 3 p.m.

### Thursday, December 12

Denis H. Lynn, Department of Zoology, "Comparative Ultrastructure and Systematics of the Colpodida." Thesis Supervisor: Prof. J. Berger. Room 108, 16 Hart House Circle, 10 a.m.

Frederick A. Elliston, Department of Philosophy, "Mitsen In Sein Und Zeit: Towards a Phenomenology of Social Existence." Thesis supervisor: Prof. L.M. Lynch. Croft Chapter House, University College, 11 a.m.

Donald B. Smith, Department of Cultural Conflict on the North Shore of Lake Ontario, 1700-1914." Thesis supervisor: Prof. J.M.S. Careless. Room 208, Massey College, 2 p.m.

E.S. Vittoratos, Department of Physics, "Profile of a Hell Film

Adsorbed on a Rotating Substrate." Thesis supervisor: Prof. P.P.M. Meinkens. Room 201, 65 St. George St., 2 p.m.

Brian Harvey Freeland, Department of Chemistry, "Investigations into the Use of Carbonyl-metallate Ions as Reagents for the Synthesis of Metal Carbonyl Clusters." Thesis supervisor: Prof. J.C. Thompson. Room 108, 16 Hart House Circle, 2 p.m.

### Friday, December 13

Ronald B. Podesta, Department of Zoology, "Some Physiological Aspects of the Rat-Hymenolepis Diminuta (Cestoda: Cyclophyllidae) Host-Parasite Relationship." Thesis supervisor: Prof. D.F. Metrick. Room 201, 65 St. George St., 10 a.m.

Mrs. Marie-France Silver, Department of French, "La Vision Tragique du duc de Saint-Simon." Thesis supervisor: Prof. G. Tremblay. Round Room, Massey College, 10 a.m.

## 25% pay rise held essential by UTSA

### CONTINUED FROM PAGE 1

a desperate and immediate need to overhaul the pension plan, and serious consideration should be given to a dental plan if the University is to regain a better-than-average position...

These are only a few of the areas of non-academic policy for non-academic staff which must be reviewed. Any improvements would incur additional costs and, for this reason, we do not recommend any changes for 1975-76.

### Recommendation

Indeed, we see 1975-76 as a critical year for the University and we recommend that the highest priority be given to implementing an across-the-board salary increase of 25 per cent, for all staff.

To us, this is a matter of survival. For the past few years, the University has been slipping behind the market-place, culminating in the events of summer 1974, alluded to above. Unless this recommendation is implemented, the University will lose more of its staff who can most easily relocate

(probably its more highly motivated people) and will retain only those who cannot move. This would quickly and inevitably result in a very mediocre level of employee, at best.

To us, the issue is survival, and our recommendation is the only solution.

## EXHIBITIONS

Series (B) "Net Work of Stopped Ages" - a collection of recent works by Doug Anderson, Tarti Colby, 310 Bloor St. W. To Dec. 20 (Education).